

Bill S-211 Compliance Report

Introduction

This report outlines the measures taken by our organization in the previous financial year to prevent and reduce the risk of forced labor and child labor in our production processes and supply chains. Our organization operates primarily in Canada, ensuring compliance with Canadian labor laws and regulations. Our human resources department and major customer, Costco, play significant roles in maintaining these standards through regular audits and due diligence processes.

Structure, Activities, and Supply Chains

Our company is structured to include various departments such as production, human resources, compliance, and supply chain management. Our activities encompass the production of goods within Canada, and we import certain materials from suppliers from USA. Our supply chains are designed to meet stringent ethical standards, ensuring that all steps from procurement to final production adhere to both Canadian and USA labor laws.

Policies and Due Diligence Processes

We have established comprehensive policies aimed at preventing forced labor and child labor. These policies are integrated into our supplier agreements and are enforced through regular audits and evaluations. Our due diligence processes include:

- Pre-contractual evaluations of potential suppliers.
- Regular audits conducted by both internal teams and external entities, including annual audits by Costco.

Risk Assessment and Management

We have not identified any high risk of forced labor or child labor, as our main suppliers are in Canada & USA.

However, to manage Future risks, we have implemented the following steps:

- Conducting thorough risk assessments and background checks on all new suppliers.
- Maintaining continuous communication with suppliers to ensure adherence to our labor policies.

Remediation Measures

In cases where forced labor or child labor will be identified, we will take the following remediation measures:

- Immediate cessation of business with non-compliant suppliers.

- Collaboration with local authorities and non-governmental organizations to address the root causes of labor violations.
- Providing support to affected workers, including offering alternative employment opportunities and financial assistance.

Employee Training

Our organization will provide comprehensive training to employees on the issues of forced labor and child labor. This will include:

- Mandatory training sessions for new hires.
- Regular workshops and seminars for existing staff.
- Access to resources and materials on ethical labor practices.

Assessing Effectiveness

To ensure the effectiveness of our efforts in preventing forced labor and child labor, we will:

- Conduct regular internal reviews and audits of our policies and practices.
- Solicit feedback from employees and suppliers on our labor practices.

Conclusion

Our organization remains committed to upholding the highest standards of labor practices, ensuring that forced labor and child labor have no place in our production processes or supply chains. Through rigorous policies, continuous risk assessments, and proactive remediation measures, we strive to create a safe and fair working environment for all individuals involved in our operations

Name: Mike Greco

Title: Corporate Controller

Signature: 

Date: 5/31/2024